

Fort Dodge

PPME #2003 (Police)

7/1/2005 6/30/2008

Collective Bargaining Agreement

Between

The City of Fort Dodge

And

Public Professional and Maintenance

Employees Local Union 2003, IUPAT

Police

July 1st, 2005 thru June 30th, 2008

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**COLLECTIVE BARGAINING AGREEMENT BETWEEN THE
CITY OF FORT DODGE, IOWA
AND
PUBLIC PROFESSIONAL AND MAINTENANCE EMPLOYEES
LOCAL UNION NO. 2003, IUPAT**

ARTICLE I

PREAMBLE

Section 1. This Agreement is executed by the City of Fort Dodge, Iowa, hereinafter termed "Employer" or the "City," and Public Professional and Maintenance Employees Local Union 2003, IUPAT, hereinafter termed the "Union".

Section 2. It is the intent and purpose of this Agreement to promote and ensure a spirit of confidence and cooperation between the City of Fort Dodge, Iowa, and the members of the Union, and to set forth the personnel, compensation, and procedural policies agreed to by the members of the Union and the City of Fort Dodge. Any Article of this Agreement, paragraph, or part thereof, in conflict with the Civil Service laws, the regulations of the State of Iowa governing police departments or the Public Employment Relations Act, shall be void and of no force and effect.

ARTICLE II

RECOGNITION

Section 1. The principles of collective bargaining have brought together representatives of the Union and representatives of the City of Fort Dodge, Iowa, for the purpose of negotiating personnel practices, conditions of work, and rates of pay for the period commencing July 1, 2005 through June 30, 2008.

Section 2. The City of Fort Dodge hereby recognizes the Union as the sole and exclusive bargaining agent for those employees in the following described Unit as defined by the Iowa Public Employment Relations Board in Case No. 5367, to wit: Lieutenants, Sergeants and Patrolman (Police Officer), in all grievances that may arise regarding hours, wages and general working conditions during the effective period of this Agreement. Excluded from the unit are the Chief of Police, Assistant Chief of Police, Captains of Police, Meter Repairman, Meter Maids, Maintenance Men, Office Clerical Employees and all people by law excluded.

Section 3. The parties agree that this Agreement shall be opened for negotiation no later than 165 days prior to the certified budget submission date of the City and that during the period from the commencement of the negotiation of 120 days prior to the certified budget submission date, the

Parties shall meet and endeavor to reach agreement. After said date, the impasse, procedures of the Public Employment Relations Act, Chapter 20, Code of Iowa, as amended shall apply unless the parties mutually agree in writing to waive the statutory procedures, either in part or in whole.

ARTICLE III

RIGHTS AND RESPONSIBILITIES

Section 1. Non-Discrimination: The Employer and the Union agree that there will be no unlawful, discrimination against any employee as to hiring or termination, wages, training, upgrading, promotion, transfer, layoff, discipline or otherwise because of race, creed, color, national origin, sex, age, or religion; nor will there be any effort or attempt to cause such discrimination.

Section 2. Union Membership: The employer will not interfere with the right of its employees to become members of the Union. The Union will not interfere with the right of employees to refrain from Union membership. There shall be no discrimination by either party because of membership or non-membership in the Union.

ARTICLE IV

WAGES

Section 1: Rates of Pay. The rates of pay covering the members of the Fort Dodge Police Bargaining Unit, effective July 1, 2005 through June 30, 2008 shall be as set out in Exhibits "A", "B," "C", and "D" attached hereto and made a part hereof.

Section 2: Pay Period. Pay checks will be issued bi-weekly on Friday, with the payroll cut-off date midnight Saturday preceding the pay date.

Section 3: Time Sheets. Any employee or his representative shall have the right to examine the time sheets and other records pertaining to the computation of pay or benefits of that employee at reasonable times with permission of police administration.

ARTICLE V

DEFINITIONS

Section 1: "Act" shall mean the Iowa Public Employment Relations Act, as it may be amended from time to time.

ARTICLE VI

HOURS OF WORK

Section 1: Each member of the Fort Dodge Police Department subject to the terms of this Agreement, shall work twelve (12) hour shifts, eighty four (84) hours per period.

Section 2: The normal work schedule for all shift officers shall be three (3) work days on followed by two (2) days off; two (2) days on followed by three (3) days off; two (2) work days on followed by two (2) days off. At any time that the City or the Union would like to discuss a different schedule, both parties agree to meet and confer about that schedule. If the parties agree on a new schedule, it will be on an agreeable trial period. Schedules will not be changed except by mutual agreement between the City and the Union.

Special Services will work eighty-four (84) hours per pay period at the discretion of the Department. If the parties agree on a new schedule, it will be on an agreeable trial period. Schedules will not be changed except by mutual agreement between the City and the Union.

Section 3: When an Officer is called back and works overtime Sunday (midnight to midnight), the Officer will be compensated at a rate double the employee's normal hourly rate for each hour worked overtime.

Section 4: Overtime and Call Backs. Any hours in excess of twelve and one-half (12 ½) hours per shift or eighty-six (86) hours in a pay period or call backs on days off shall be at the rate of time and one-half, or at the rate of double time, should overtime or call back time be on a Sunday, a holiday, or a vacation day. There will be a two-hour minimum for all call backs.

Section 5: The Employer shall maintain records of overtime for each employee. Such records shall be available for inspection by the employee upon reasonable request time.

Section 6: Standby. In the event a Police Officer is required to be on *standby* for any shift or part of a shift, he shall receive three hours straight time pay.

Section 7: Court Appearance. A minimum of two (2) hours straight time shall be given for court appearances during off duty hours. Multiple hearings on the same day will not count on separate incidents for the purpose of the minimum. However, if there is a delay of one hour or more between separate cases on the same day, more than one minimum shall be granted with the provision that no more that two (2) minimums shall be granted per calendar day. All actual time in excess of one and one third hours for the case on a given day shall be compensated for the rate of time and one-half.

Section 8. Compensatory Time. An employee may elect to take compensatory time off in lieu of cash payment for any hours earned and paid at time and one-half the employee's regular hourly wage rate. Actual hours shall be authorized on forms provided by the City for this purpose and will be returned to the Commanding Officer in charge of the unit or shift. Compensatory time at the rates herein set out shall be given but the actual dates and time of said time off shall be subject to the approval of the Shift or Unit Commander.

Section 9. Once every six months, on dates selected by the City, employees must elect to take unused comp time (comp time for this section is inclusive of court time) or cash in lieu thereof. If the employee elects to take comp time, the time off must be taken within the following six months.

Section 10. When compensatory time off is requested by an employee during the pay period in which it is earned and their request is approved, the employee will be allowed to complete their normal work schedule.

Section 11. Canine Handler. The Canine Handler shall receive two (2) hours pay per week for the daily care and keep of the dog. This amount shall be paid on the normal bi-weekly paycheck.

Section 12. Any officer wishing to switch shifts shall submit a written request to the Chief's office by June 1 and/or December 1 each year. Shift employees will work the twelve (12) hour shift that they are assigned for six (6) months. If employees wish to switch, it shall be by agreement of both employees and the City. This will be accommodated if possible but shall be handled on a case-by-case basis.

ARTICLE VII

SHIFT DIFFERENTIAL

Employees normally assigned to work the shift commencing at 6:00 p.m. and ending at 6:00 a.m. shall be paid twenty five cents (.25¢) extra for all hours worked and for holidays, job related injury and compensatory time earned.

ARTICLE VIII

LONGEVITY PAY

EMPLOYEES SHALL RECEIVE LONGEVITY PAY BASED ON THE FOLLOWING SCHEDULE:

Longevity pay is based on an employee's continuous full-time service as outlined below:

| | |
|----------------|-------------------|
| After 10 years | \$50.00 per month |
|----------------|-------------------|

| | |
|----------------|--------------------|
| After 15 years | \$75.00 per month |
| After 20 years | \$100.00 per month |
| After 25 years | \$125.00 per month |

*Payment shall be made on the normal bi-weekly paycheck.

ARTICLE IX

SENIORITY

Seniority among the members of the Fort Dodge Police Department shall be determined pursuant to Section 400.12. In the event that a layoff should occur in the Fort Dodge Police Department, said reduction in employment shall be pursuant to Section 400.28 of the Code of Iowa. Computation of sick leave shall be pursuant to seniority, as herein defined.

If a layoff should occur in the Fort Dodge Police Department, the City shall provide a minimum of thirty days notice prior to the effective date of the layoff to the affected employee(s) of the department.

ARTICLE X

CONVENTION DELEGATES

Section 1. Up to four (4) members of the Fort Dodge Police Department may attend the local, state or national level and will be granted time off with pay (training days) and sufficient leave of absence to attend State Board Meetings or conventions. This Article refers to meetings of the local, state and national professional associations only. Such attendance will not disrupt departmental operations or create unnecessary overtime.

Section 2. One member of the Public Professional and Maintenance Employees, Local 2003 IUPAT will be allowed to attend the State Executive Board Meeting and one member will be allowed to attend the National Convention at their own cost provided one month's advance notice in writing is provided to the Chief of Police and provided that such attendance will not disrupt departmental operations or create unnecessary overtime.

ARTICLE XI

VACATION

Section 1. All members of the Fort Dodge Police Department Bargaining Unit will be granted vacations with pay on the following basis:

- a) Forty (40) hours after one (1) year's service.
- b) Eighty (80) hours after two (2) year's service.
- c) One Hundred Twenty (120) hours after six (6) year's service
- d) One Hundred Sixty (160) hours after ten (10) year's service.
- e) Two Hundred (200) hours after fourteen year's service.

Section 2 Each January employees shall select their periods of vacation. Selection shall be by total years of service in the Department within each shift. Each employee shall select, in turn, a period of vacation up to but not exceeding eighty-four (84) concurrent scheduled hours in length. When each employee has made one choice, the selection process shall begin again in the same order. The selection process shall continue until each employee has selected enough to exhaust his/her vacation eligibility. In making their final selections, employees may use scheduled holiday time or accrued comp time to round out the number of vacation eligibility days. Vacation may be taken in a minimum of four (4) hour increments, unless the employee has less than the four (4) hours left. Carryover of vacation is not allowed without written authorization of the Chief of Police.

ARTICLE XII

HOLIDAYS

Members of the Fort Dodge Police Department shall receive ninety-six (96) hours off per year in lieu of the recognized holidays and these shall be taken within the calendar year in which they accrue. The actual dates taken are to be with the approval of the Supervisory Shift Captain.

Any officer who does not use any sick days during the fiscal year will receive twelve (12) hours off as a floating holiday during the following year.

ARTICLE XIII

SICK LEAVE

Section 1(a). All employees who have been hired prior to May 1, 1996, and who have been employed with the City for four (4) months shall receive full pay in the case of sickness for the following amounts:

- a) After four months, 112 hours.
- b) After the first year of employment, 240 hours.
- c) After the fifth year of employment, 480 hours.
- d) After the ninth year of employment, 720 hours, and all years following unless accumulated sick leave exceeds 720 hours, in which case accumulated sick leave shall prevail.

Section 1(b). Each employee shall be credited with one day sick leave for each month in which no sick leave is taken, to be accrued each year. When sick leave thus accrued shall be more than the sick leave credited to each employee as of January 1st, 1954, the accrued sick leave shall prevail.

Section 2. All employees whose most recent date of employment is after May 1st, 1996, shall accrue sick leave at the rate of twelve (12) hours per month and shall be earned at the end of the said month.

Section 3. Sick leave shall be accumulated up to a maximum of twelve hundred (1,200) hours.

Section 4. It is the responsibility of each member of the Police Department seeking sick leave to notify the Shift Commander or the officer in charge at least one (1) hour prior to his or her normal starting time. If an employee is unable to call in within this one (1) hour time period, the officer shall supply an explanation why such a call-in was not possible.

Section 5. An employee who is injured on the job shall make a report of the accident to the officer in charge of the shift. Absences from work due to an on-the-job injury will not be charged to an employee's sick leave account.

Section 6. The City shall have subrogation rights to any benefits paid to an employee making a claim for sick leave and/or medical coverage when the employee's injury or illness is caused by a third party or arises out of and in the course of employment by a third party. Employees shall fully cooperate with the City in its prosecution of its subrogation rights.

Section 7. The City, for employees less than 3 years of service, shall advance up to 80 hours of sick leave if the officer has no sick leave, comp time or paid hours on the books. If the officer quits or is terminated before the sick leave is accumulated greater than the advance, then the City at the time of the termination may deduct such hours from the officer's final payoff.

ARTICLE XIV

LEAVE FOR SERIOUS ILLNESS OR DEATH IN FAMILY

Section 1. In case of death in a member's immediate family, as defined in Section 2 below, said employee shall be allowed up to forty (40) hours off from work, either at the time of the death or at the time of the funeral, without loss of pay. When an employee is called to serve as a pallbearer, he shall receive pay for the reasonable time lost. Any other time off for funerals shall be allowed at the discretion of the Shift Captain or the Chief of Police.

Section 2. The immediate family shall include spouse, children, parents, current spouse's parents, or any other legally declared a dependent under I.R.S. rules.

Section 3. The employee shall be allowed up to twenty four (24) hours off at the time of death or funeral, without loss of pay, in the following cases: step parents, siblings, grandparents, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchildren, step-brother or step-sister if the employee desires to be with the family or attends the funeral.

Section 4. An employee who is compelled to lose work because of serious illness in the immediate family shall be allowed a maximum of forty (40) hours off without loss of pay per contract year.

ARTICLE XV

INSURANCE

1. The insurance coverage shall be changed to the Plan identified as Alliance Select 4110-111, which includes a \$100/\$200 deductible, \$750/\$1,500 maximum out of pocket and Rx Drug provision of \$5.00 Generic and \$20 Brand name co-pays.
2. The City will pay 100% of the premium cost of a dental insurance plan and 100% of the premium cost of a prescription insurance plan for all employees covered by this agreement and their dependents.
3. The City shall pay for air and ground ambulance coverage at the premium rates in effect on those dates.
4. A committee of three maximum can meet with the Mayor's designee to discuss claim problems that unit members may be having with this insurance.

ARTICLE XVI

LEAVE OF ABSENCE

All members of the Fort Dodge Police Department shall be granted leave of absence without pay for good cause and with the consent of the City Council, without prejudice to seniority or other rights, providing the leave of absence shall not be used for the purpose of securing or accepting remunerative employment elsewhere.

Ordinary leave of absence shall be limited to ninety days, but Chapter 400.12 shall dictate what portion of this leave shall count towards the individual's seniority. A leave of absence for educational purposes may extend up to twenty-four months. All leaves of absence must be approved by the City Council, Fort Dodge, Iowa.

ARTICLE XVII

GRIEVANCE PROCEDURE

Section 1. The term *Grievance* shall mean a dispute between the parties as it relates to the terms of this agreement. A Grievance shall be handled in the following manner:

- (a) The grievance must be brought to the attention of the Chief within five days of its alleged occurrence. This may be done either orally or in written form. Written grievances would be preferred.
- (b) The Chief or the individual in command in the absence of the Chief due to vacation or illness shall have five days in which to answer the grievance.
- (c) The aggrieved Party may appeal the decision in Step (b) to the Mayor's designee for the City. This must be done in writing within five days after the Chief has given his response.
- (d) The Mayor's designee will have seven days in which to answer the grievance.
- (e) If the grievance has not been resolved after Step (d), the Union may within five days request binding arbitration as prescribed in the Iowa Public Employment Relations Act. Arbitration costs shall be shared equally by the parties.
- (f) The time limits specified in the grievance procedure shall exclude Saturdays and Sundays and observed holidays.
- (g) Each party may ask for an extension of not more than 60 days, after the neutral has been selected.

The time limits hereinabove are to be strictly construed and each party will make every effort to settle the grievance equitably at each step.

Members of the Grievance Committee may meet with the representatives of the City for the purpose of resolving said grievance during duty hours. A reasonable amount of time will be allowed for investigation and preparation of grievances consistent with the public safety.

Grievances relating to original entrance, seniority, promotion, removal, demotion or suspension or other matters accepted under the jurisdiction of the Civil Service Commission shall be handled in accordance with Chapter 400 of the Code of Iowa only and shall not proceed under the grievance procedure.

ARTICLE XVIII

UNIFORMS

The City of Fort Dodge shall supply three sets of slacks and four summer shirts, four winter shirts, four ties to all uniform officers and also provide three t-shirts, and six pairs of socks once a year to each bargaining unit individual. Footwear shall be issued to each officer with each officer receiving one pair of dress shoes and one boot-type as needed.

Non-uniformed officers shall be allowed a \$550 per year clothing allowance.

The City of Fort Dodge shall clean and maintain all uniforms agreed upon by the Board. All non-uniformed officers shall be granted a \$45 per quarter cleaning and maintenance allowance, or a credit of like amount at the business, which is contracted with the City for cleaning of uniforms.

The City of Fort Dodge shall supply all members of the Fort Dodge Police Department with personal protective gear.

The City will provide each officer a hand gun, type and caliber to be selected by the City. All City issued items shall be returned upon termination of employment.

The City agrees to pay for watches and prescription lens, and up to one pair of contact lens per fiscal year, which are damaged in the line of duty, on the job. Repairs or replacement shall not exceed \$30 for watches and \$60 for eyeglass frames, prescription lens will be paid for in total. The eye examination will not be paid for unless the examination is necessary due to the nature of the accident.

ARTICLE XIX

AUTHORIZED DEDUCTIONS

Section 1. The City shall deduct, as each employee who shall authorize it in writing, on a form which is on file with the City and which has not been revoked or declared by law to be illegal, from each pay period except in the middle pay period in those months having three pay periods, an amount of money as authorized in writing by such employee. The City Clerk shall within ten days after the deduction, as hereto set forth, transmit to the Frontier Credit Union Treasurer, the total of such amount deducted from the employee's paycheck. At such time of transmission, the City of Fort Dodge shall be absolved and discharged from any further liability and responsibility. In the event this procedure is declared illegal, then the City shall be under no liability or responsibility to check off for the Credit Union.

Section 2. Upon presentation by the employees of said unit of signed authorization cards, the City Clerk shall deduct from the employee's pay for employee's regular Union dues. The City

Clerk will then forward to the Financial Secretary of the Union not later than the 18th day of the month, such union dues, together with a list giving the name of the employee from whom the deduction has been made and the amount of the deduction. It is understood that this voluntary deduction may be cancelled thirty days following the date of written notice by the employee to the City and Union.

ARTICLE XX

RETIREMENT AND DEATH BENEFITS

Any member of the Fort Dodge Police Department retiring on service with twenty two (22) years of service with City of Fort Dodge Police Department or disability retirement will be entitled to pay for his unused vacation period and holiday period and 60% of accumulated sick leave up to maximum of ninety days paid (.6 x 150 maximum = 90 days maximum).

In the event of the death of a member of the Police Department covered by this agreement, his estate will be paid his unused accrued vacation. Effective July 1st, 1992, the amount of term life insurance for each employee shall be increased to ten thousand dollars. Life insurance will be increased on each officer by \$20,000.

The definition of retirement shall be construed pursuant to Chapters 400 and 411 of the Code of Iowa.

ARTICLE XXI

HEALTH AND SAFETY

Section 1. Physical Examinations. The City shall provide physical examinations for all Police Department members every two years and a schedule shall be setup with one-half the Department members taking physicals each year. Tetanus and booster shots shall be given to the members of the Police Department upon the recommendation of the physician. The City shall provide electrocardiograms to members of the Police Department upon the recommendations of a physician. A copy of the results of said physical examinations and medical procedures paid for by the City shall be provided to the Human Resources Department for inclusion in the employee's personnel file.

Section 2. Vaccinations. The City will, as required by law, offer to all Police personnel on a voluntary basis Hepatitis B vaccinations at no cost to the employee. The City will keep a record of each employee who received the vaccinations and medical documentation that the vaccine took effect.

Section 3. Protective Vests. The City will purchase one bullet-proof vest for each bargaining unit employee, and such vests will be worn at all times while on duty. The City, upon

request, will provide two cool shirts, for use with the vests. Employees requesting the cool shirts will be required to use them. Any change from this requirement will be at the direction of the Chief and the Mayor only, and shall be a matter of departmental policy. The City shall replace protective vests after being used for five years.

ARTICLE XXII

COMMUNICATION COMMITTEE

Section 1. The Police Chief and the Mayor's designee may meet monthly, as needed, with representatives of the Fort Dodge Police Bargaining Unit. The purpose of said meetings is to informally discuss matters of concern and/or interest to either party. On-duty time shall be provided for three Bargaining Committee Officers and may be increased if both parties mutually agree.

Section 2. It is agreed that pending grievances will not be discussed at these meetings.

ARTICLE XXIII

COLLEGE COMPENSATION

The City of Fort Dodge shall pay each officer entitled thereto, one-half a step increase for a Certificate in Law Enforcement and one step increase for an A.A. in Law Enforcement or an A.A.S. in Law Enforcement.

All personnel wishing to secure compensation for college credit must submit to the Chief of Police, prior to granting a credit, a transcript of college credit earned. If said transcript is not from Iowa Central Community College or other recognized institution of higher education certified by the North Central Accreditation Association, or contains credit hours which on their face would appear not to be acceptable for credit at Iowa Central Community College in the Law Enforcement curriculum, then said transcript must have attached thereto a Certificate of Acceptance of Credit from Iowa Central Community College.

ARTICLE XXIV

MEALS

The members of the Fort Dodge Police Department shall be entitled to one meal at City expense after fourteen (14) hours continuous service. Meal must not exceed \$8.00.

ARTICLE XXV

UNION BUSINESS

Section 1. Members of Public Professional and Maintenance Employees, Local 2003 may meet with the designated representatives of the City for the purpose of negotiations, mediation, fact finding and arbitration during duty hours, not inconsistent with public safety.

Section 2. No more than two (2) from any shift on duty may attend these meetings.

ARTICLE XXVI

POLICY CHANGES

Section 1. Any change in the official policy of the Fort Dodge Police Department, which affects an employee covered by this Agreement, shall be in writing to each individual.

Section 2. The City will provide the Union with a copy of all current rules, regulations, and procedures. In the event modifications or additions are made to the rules, regulations, and procedures, the City will provide the Union with any updates.

ARTICLE XXVII

ADVANCEMENT BY MERIT

A. Procedure:

A Police Officer who has reached Grade 21, Step C, may apply to receive a meritorious step increase to be effective on their fourth year anniversary date exclusive of their probationary period if they meet or exceed all of the standards established for a meritorious step increase. If the Police Officer receives this increase, they will remain in Step D for two years before becoming eligible for Step E in conformance with the City Salary Plan. All of those eligible during a fiscal year must apply to the Police Chief to qualify for the meritorious increase prior to July 1st of that fiscal year.

A Police Officer who has not qualified for the merit increase to Step D noted above may qualify for a meritorious increase to Step E effective on their sixth year anniversary date exclusive of their probationary period after they have reached Grade 21, Step D, if they meet or exceed all of the standards established for a meritorious step increase. All of those eligible during a fiscal year must apply to the Police Chief to qualify for the meritorious increase prior to July 1st of that fiscal year.

A police Officer may receive only one such meritorious increase. The Chief will notify the Human Resources of all of those who are entitled to a merit increase.

B. Standards:

The meritorious standards shall include the following:

1. Firearms - the Police Officer must achieve a minimum score of 90 on the firing range.
2. Physical - the Police Officer must pass the current entrance physical agility examination and its standards.
3. Written Examination - the Police Officer must achieve a minimum score of 75% on a written examination, which will test the knowledge and skills required of modern police patrolman work.

ARTICLE XXVIII

TERMS OF AGREEMENT

The parties mutually agree that for the purposes of contract language, this agreement is for a period of three years, July 1st, 2005 through June 30th, 2008.

SIGNING PAGE

City of Fort Dodge

IUPAT, Local 2003

William W. Patterson

David Ziegler

Pat H. Lee

Roger W. Proff

Attest:

Business Representative

Rennya Clayton

Mark Seawid

Legal Form:

[Signature]

EXHIBIT "A"
POLICE DEPARTMENT
WAGE GRADES

| | |
|-----------------------------------|------|
| Probationary Police Officer | 20 A |
| Police Officer | 21 |
| Sergeant | 22 |
| Lieutenant | 24 |

Advancement through the steps in each pay grade shall be as follows:

Probationary Police Officer -- one year Grade 20/A.

Non-Probationary:

- (a) One year in Step A.
- (b) Two years in Step B.
- (c) Two Years in Step C.
- (d) Two Years in Step D.

There will be an across the board increase of 2.75% effective on the beginning of the first full pay period which begins closest to July 1, for each year of this Agreement, 2005, 2006 and 2007.

84 Hour Pay Period

Exhibit "C"

POLICE

+ 2.75%

Salary Schedule

(Steps Based on Hourly Rates)

Date Effective: 7/3/2005

Each step represents a 5% increase rounded to nearest cent.

Hourly rates time 84 equals bi-weekly rate.

Hourly rate times 2,184 equals annual rate.

| Grade | | a | b | c | d | e |
|-------|-----------|-------------|-------------|-------------|-------------|-------------|
| 9 | Annual | \$21,577.92 | \$22,648.08 | \$23,674.56 | \$24,679.20 | \$25,880.40 |
| | Bi-Weekly | \$829.92 | \$871.08 | \$910.56 | \$949.20 | \$995.40 |
| | Hourly | \$9.88 | \$10.37 | \$10.84 | \$11.30 | \$11.85 |
| 10 | Annual | \$22,648.08 | \$23,674.56 | \$24,679.20 | \$25,880.40 | \$27,081.60 |
| | Bi-Weekly | \$871.08 | \$910.56 | \$949.20 | \$995.40 | \$1,041.60 |
| | Hourly | \$10.37 | \$10.84 | \$11.30 | \$11.85 | \$12.40 |
| 11 | Annual | \$23,674.56 | \$24,679.20 | \$25,880.40 | \$27,081.60 | \$28,260.96 |
| | Bi-Weekly | \$910.56 | \$949.20 | \$995.40 | \$1,041.60 | \$1,086.96 |
| | Hourly | \$10.84 | \$11.30 | \$11.85 | \$12.40 | \$12.94 |
| 12 | Annual | \$24,679.20 | \$25,880.40 | \$27,081.60 | \$28,260.96 | \$29,549.52 |
| | Bi-Weekly | \$949.20 | \$995.40 | \$1,041.60 | \$1,086.96 | \$1,136.52 |
| | Hourly | \$11.30 | \$11.85 | \$12.40 | \$12.94 | \$13.53 |
| 13 | Annual | \$25,880.40 | \$27,081.60 | \$28,260.96 | \$29,549.52 | \$30,969.12 |
| | Bi-Weekly | \$995.40 | \$1,041.60 | \$1,086.96 | \$1,136.52 | \$1,191.12 |
| | Hourly | \$11.85 | \$12.40 | \$12.94 | \$13.53 | \$14.18 |
| 14 | Annual | \$27,081.60 | \$28,260.96 | \$29,549.52 | \$30,969.12 | \$32,366.88 |
| | Bi-Weekly | \$1,041.60 | \$1,086.96 | \$1,136.52 | \$1,191.12 | \$1,244.88 |
| | Hourly | \$12.40 | \$12.94 | \$13.53 | \$14.18 | \$14.82 |
| 15 | Annual | \$28,260.96 | \$29,549.52 | \$30,969.12 | \$32,366.88 | \$33,917.52 |
| | Bi-Weekly | \$1,086.96 | \$1,136.52 | \$1,191.12 | \$1,244.88 | \$1,304.52 |
| | Hourly | \$12.94 | \$13.53 | \$14.18 | \$14.82 | \$15.53 |
| 16 | Annual | \$29,549.52 | \$30,969.12 | \$32,366.88 | \$33,917.52 | \$35,533.68 |
| | Bi-Weekly | \$1,136.52 | \$1,191.12 | \$1,244.88 | \$1,304.52 | \$1,366.68 |
| | Hourly | \$13.53 | \$14.18 | \$14.82 | \$15.53 | \$16.27 |
| 17 | Annual | \$30,969.12 | \$32,366.88 | \$33,917.52 | \$35,533.68 | \$37,171.68 |
| | Bi-Weekly | \$1,191.12 | \$1,244.88 | \$1,304.52 | \$1,366.68 | \$1,429.68 |
| | Hourly | \$14.18 | \$14.82 | \$15.53 | \$16.27 | \$17.02 |
| 18 | Annual | \$32,366.88 | \$33,917.52 | \$35,533.68 | \$37,171.68 | \$38,962.56 |
| | Bi-Weekly | \$1,244.88 | \$1,304.52 | \$1,366.68 | \$1,429.68 | \$1,498.56 |
| | Hourly | \$14.82 | \$15.53 | \$16.27 | \$17.02 | \$17.84 |

84 Hour Pay Period**Exhibit "C"****POLICE**

+ 2.75%

Salary Schedule
(Steps Based on Hourly Rates)

Date Effective: 7/3/2005*Each step represents a 5% increase rounded to nearest cent.**Hourly rates time 84 equals bi-weekly rate.**Hourly rate times 2,184 equals annual rate.*

| Grade | | a | b | c | d | e |
|--------------|------------------|-------------|-------------|-------------|-------------|-------------|
| 19 | Annual | \$33,917.52 | \$35,533.68 | \$37,171.68 | \$38,962.56 | \$40,753.44 |
| | Bi-Weekly | \$1,304.52 | \$1,366.68 | \$1,429.68 | \$1,498.56 | \$1,567.44 |
| | Hourly | \$15.53 | \$16.27 | \$17.02 | \$17.84 | \$18.66 |
| 20 | Annual | \$35,533.68 | \$37,171.68 | \$38,962.56 | \$40,753.44 | \$42,697.20 |
| | Bi-Weekly | \$1,366.68 | \$1,429.68 | \$1,498.56 | \$1,567.44 | \$1,642.20 |
| | Hourly | \$16.27 | \$17.02 | \$17.84 | \$18.66 | \$19.55 |
| 21 | Annual | \$37,171.68 | \$38,962.56 | \$40,753.44 | \$42,697.20 | \$44,772.00 |
| | Bi-Weekly | \$1,429.68 | \$1,498.56 | \$1,567.44 | \$1,642.20 | \$1,722.00 |
| | Hourly | \$17.02 | \$17.84 | \$18.66 | \$19.55 | \$20.50 |
| 22 | Annual | \$38,962.56 | \$40,753.44 | \$42,697.20 | \$44,772.00 | \$46,890.48 |
| | Bi-Weekly | \$1,498.56 | \$1,567.44 | \$1,642.20 | \$1,722.00 | \$1,803.48 |
| | Hourly | \$17.84 | \$18.66 | \$19.55 | \$20.50 | \$21.47 |
| 23 | Annual | \$40,753.44 | \$42,697.20 | \$44,772.00 | \$46,890.48 | \$49,140.00 |
| | Bi-Weekly | \$1,567.44 | \$1,642.20 | \$1,722.00 | \$1,803.48 | \$1,890.00 |
| | Hourly | \$18.66 | \$19.55 | \$20.50 | \$21.47 | \$22.50 |
| 24 | Annual | \$42,697.20 | \$44,772.00 | \$46,890.48 | \$49,140.00 | \$51,476.88 |
| | Bi-Weekly | \$1,642.20 | \$1,722.00 | \$1,803.48 | \$1,890.00 | \$1,979.88 |
| | Hourly | \$19.55 | \$20.50 | \$21.47 | \$22.50 | \$23.57 |
| 25 | Annual | \$44,772.00 | \$46,890.48 | \$49,140.00 | \$51,476.88 | \$53,922.96 |
| | Bi-Weekly | \$1,722.00 | \$1,803.48 | \$1,890.00 | \$1,979.88 | \$2,073.96 |
| | Hourly | \$20.50 | \$21.47 | \$22.50 | \$23.57 | \$24.69 |

84 Hour Pay Period

Exhibit "C"

POLICE

+ 2.75%

Salary Schedule

(Steps Based on Hourly Rates)

Date Effective: 7/2/2006

Each step represents a 5% increase rounded to nearest cent.

Hourly rates time 84 equals bi-weekly rate.

Hourly rate times 2,184 equals annual rate.

| Grade | | a | b | c | d | e |
|-------|-----------|-------------|-------------|-------------|-------------|-------------|
| 9 | Annual | \$22,167.60 | \$23,281.44 | \$24,329.76 | \$25,356.24 | \$26,601.12 |
| | Bi-Weekly | \$852.60 | \$895.44 | \$935.76 | \$975.24 | \$1,023.12 |
| | Hourly | \$10.15 | \$10.66 | \$11.14 | \$11.61 | \$12.18 |
| 10 | Annual | \$23,281.44 | \$24,329.76 | \$25,356.24 | \$26,601.12 | \$27,824.16 |
| | Bi-Weekly | \$895.44 | \$935.76 | \$975.24 | \$1,023.12 | \$1,070.16 |
| | Hourly | \$10.66 | \$11.14 | \$11.61 | \$12.18 | \$12.74 |
| 11 | Annual | \$24,329.76 | \$25,356.24 | \$26,601.12 | \$27,824.16 | \$29,047.20 |
| | Bi-Weekly | \$935.76 | \$975.24 | \$1,023.12 | \$1,070.16 | \$1,117.20 |
| | Hourly | \$11.14 | \$11.61 | \$12.18 | \$12.74 | \$13.30 |
| 12 | Annual | \$25,356.24 | \$26,601.12 | \$27,824.16 | \$29,047.20 | \$30,357.60 |
| | Bi-Weekly | \$975.24 | \$1,023.12 | \$1,070.16 | \$1,117.20 | \$1,167.60 |
| | Hourly | \$11.61 | \$12.18 | \$12.74 | \$13.30 | \$13.90 |
| 13 | Annual | \$26,601.12 | \$27,824.16 | \$29,047.20 | \$30,357.60 | \$31,820.88 |
| | Bi-Weekly | \$1,023.12 | \$1,070.16 | \$1,117.20 | \$1,167.60 | \$1,223.88 |
| | Hourly | \$12.18 | \$12.74 | \$13.30 | \$13.90 | \$14.57 |
| 14 | Annual | \$27,824.16 | \$29,047.20 | \$30,357.60 | \$31,820.88 | \$33,262.32 |
| | Bi-Weekly | \$1,070.16 | \$1,117.20 | \$1,167.60 | \$1,223.88 | \$1,279.32 |
| | Hourly | \$12.74 | \$13.30 | \$13.90 | \$14.57 | \$15.23 |
| 15 | Annual | \$29,047.20 | \$30,357.60 | \$31,820.88 | \$33,262.32 | \$34,856.64 |
| | Bi-Weekly | \$1,117.20 | \$1,167.60 | \$1,223.88 | \$1,279.32 | \$1,340.64 |
| | Hourly | \$13.30 | \$13.90 | \$14.57 | \$15.23 | \$15.96 |
| 16 | Annual | \$30,357.60 | \$31,820.88 | \$33,262.32 | \$34,856.64 | \$36,516.48 |
| | Bi-Weekly | \$1,167.60 | \$1,223.88 | \$1,279.32 | \$1,340.64 | \$1,404.48 |
| | Hourly | \$13.90 | \$14.57 | \$15.23 | \$15.96 | \$16.72 |
| 17 | Annual | \$31,820.88 | \$33,262.32 | \$34,856.64 | \$36,516.48 | \$38,198.16 |
| | Bi-Weekly | \$1,223.88 | \$1,279.32 | \$1,340.64 | \$1,404.48 | \$1,469.16 |
| | Hourly | \$14.57 | \$15.23 | \$15.96 | \$16.72 | \$17.49 |
| 18 | Annual | \$33,262.32 | \$34,856.64 | \$36,516.48 | \$38,198.16 | \$40,032.72 |
| | Bi-Weekly | \$1,279.32 | \$1,340.64 | \$1,404.48 | \$1,469.16 | \$1,539.72 |
| | Hourly | \$15.23 | \$15.96 | \$16.72 | \$17.49 | \$18.33 |

84 Hour Pay Period**Exhibit "C"****POLICE**

+ 2.75%

Salary Schedule
(Steps Based on Hourly Rates)

Date Effective: 7/2/2006*Each step represents a 5% increase rounded to nearest cent.**Hourly rates time 84 equals bi-weekly rate.**Hourly rate times 2,184 equals annual rate.*

| Grade | | a | b | c | d | e |
|--------------|------------------|-------------|-------------|-------------|-------------|-------------|
| 19 | <i>Annual</i> | \$34,856.64 | \$36,516.48 | \$38,198.16 | \$40,032.72 | \$41,867.28 |
| | <i>Bi-Weekly</i> | \$1,340.64 | \$1,404.48 | \$1,469.16 | \$1,539.72 | \$1,610.28 |
| | <i>Hourly</i> | \$15.96 | \$16.72 | \$17.49 | \$18.33 | \$19.17 |
| 20 | <i>Annual</i> | \$36,516.48 | \$38,198.16 | \$40,032.72 | \$41,867.28 | \$43,876.56 |
| | <i>Bi-Weekly</i> | \$1,404.48 | \$1,469.16 | \$1,539.72 | \$1,610.28 | \$1,687.56 |
| | <i>Hourly</i> | \$16.72 | \$17.49 | \$18.33 | \$19.17 | \$20.09 |
| 21 | <i>Annual</i> | \$38,198.16 | \$40,032.72 | \$41,867.28 | \$43,876.56 | \$45,995.04 |
| | <i>Bi-Weekly</i> | \$1,469.16 | \$1,539.72 | \$1,610.28 | \$1,687.56 | \$1,769.04 |
| | <i>Hourly</i> | \$17.49 | \$18.33 | \$19.17 | \$20.09 | \$21.06 |
| 22 | <i>Annual</i> | \$40,032.72 | \$41,867.28 | \$43,876.56 | \$45,995.04 | \$48,179.04 |
| | <i>Bi-Weekly</i> | \$1,539.72 | \$1,610.28 | \$1,687.56 | \$1,769.04 | \$1,853.04 |
| | <i>Hourly</i> | \$18.33 | \$19.17 | \$20.09 | \$21.06 | \$22.06 |
| 23 | <i>Annual</i> | \$41,867.28 | \$43,876.56 | \$45,995.04 | \$48,179.04 | \$50,494.08 |
| | <i>Bi-Weekly</i> | \$1,610.28 | \$1,687.56 | \$1,769.04 | \$1,853.04 | \$1,942.08 |
| | <i>Hourly</i> | \$19.17 | \$20.09 | \$21.06 | \$22.06 | \$23.12 |
| 24 | <i>Annual</i> | \$43,876.56 | \$45,995.04 | \$48,179.04 | \$50,494.08 | \$52,896.48 |
| | <i>Bi-Weekly</i> | \$1,687.56 | \$1,769.04 | \$1,853.04 | \$1,942.08 | \$2,034.48 |
| | <i>Hourly</i> | \$20.09 | \$21.06 | \$22.06 | \$23.12 | \$24.22 |
| 25 | <i>Annual</i> | \$45,995.04 | \$48,179.04 | \$50,494.08 | \$52,896.48 | \$55,408.08 |
| | <i>Bi-Weekly</i> | \$1,769.04 | \$1,853.04 | \$1,942.08 | \$2,034.48 | \$2,131.08 |
| | <i>Hourly</i> | \$21.06 | \$22.06 | \$23.12 | \$24.22 | \$25.37 |

84 Hour Pay Period

Exhibit "C"

POLICE

+ 2.75%

Salary Schedule (Steps Based on Hourly Rates)

Date Effective: 7/1/2007

Each step represents a 5% increase rounded to nearest cent.

Hourly rates time 84 equals bi-weekly rate.

Hourly rate times 2,184 equals annual rate.

| Grade | | a | b | c | d | e |
|-------|-----------|-------------|-------------|-------------|-------------|-------------|
| 9 | Annual | \$22,779.12 | \$23,914.80 | \$25,006.80 | \$26,055.12 | \$27,321.84 |
| | Bi-Weekly | \$876.12 | \$919.80 | \$961.80 | \$1,002.12 | \$1,050.84 |
| | Hourly | \$10.43 | \$10.95 | \$11.45 | \$11.93 | \$12.51 |
| 10 | Annual | \$23,914.80 | \$25,006.80 | \$26,055.12 | \$27,321.84 | \$28,588.56 |
| | Bi-Weekly | \$919.80 | \$961.80 | \$1,002.12 | \$1,050.84 | \$1,099.56 |
| | Hourly | \$10.95 | \$11.45 | \$11.93 | \$12.51 | \$13.09 |
| 11 | Annual | \$25,006.80 | \$26,055.12 | \$27,321.84 | \$28,588.56 | \$29,855.28 |
| | Bi-Weekly | \$961.80 | \$1,002.12 | \$1,050.84 | \$1,099.56 | \$1,148.28 |
| | Hourly | \$11.45 | \$11.93 | \$12.51 | \$13.09 | \$13.67 |
| 12 | Annual | \$26,055.12 | \$27,321.84 | \$28,588.56 | \$29,855.28 | \$31,187.52 |
| | Bi-Weekly | \$1,002.12 | \$1,050.84 | \$1,099.56 | \$1,148.28 | \$1,199.52 |
| | Hourly | \$11.93 | \$12.51 | \$13.09 | \$13.67 | \$14.28 |
| 13 | Annual | \$27,321.84 | \$28,588.56 | \$29,855.28 | \$31,187.52 | \$32,694.48 |
| | Bi-Weekly | \$1,050.84 | \$1,099.56 | \$1,148.28 | \$1,199.52 | \$1,257.48 |
| | Hourly | \$12.51 | \$13.09 | \$13.67 | \$14.28 | \$14.97 |
| 14 | Annual | \$28,588.56 | \$29,855.28 | \$31,187.52 | \$32,694.48 | \$34,179.60 |
| | Bi-Weekly | \$1,099.56 | \$1,148.28 | \$1,199.52 | \$1,257.48 | \$1,314.60 |
| | Hourly | \$13.09 | \$13.67 | \$14.28 | \$14.97 | \$15.65 |
| 15 | Annual | \$29,855.28 | \$31,187.52 | \$32,694.48 | \$34,179.60 | \$35,817.60 |
| | Bi-Weekly | \$1,148.28 | \$1,199.52 | \$1,257.48 | \$1,314.60 | \$1,377.60 |
| | Hourly | \$13.67 | \$14.28 | \$14.97 | \$15.65 | \$16.40 |
| 16 | Annual | \$31,187.52 | \$32,694.48 | \$34,179.60 | \$35,817.60 | \$37,521.12 |
| | Bi-Weekly | \$1,199.52 | \$1,257.48 | \$1,314.60 | \$1,377.60 | \$1,443.12 |
| | Hourly | \$14.28 | \$14.97 | \$15.65 | \$16.40 | \$17.18 |
| 17 | Annual | \$32,694.48 | \$34,179.60 | \$35,817.60 | \$37,521.12 | \$39,246.48 |
| | Bi-Weekly | \$1,257.48 | \$1,314.60 | \$1,377.60 | \$1,443.12 | \$1,509.48 |
| | Hourly | \$14.97 | \$15.65 | \$16.40 | \$17.18 | \$17.97 |
| 18 | Annual | \$34,179.60 | \$35,817.60 | \$37,521.12 | \$39,246.48 | \$41,124.72 |
| | Bi-Weekly | \$1,314.60 | \$1,377.60 | \$1,443.12 | \$1,509.48 | \$1,581.72 |
| | Hourly | \$15.65 | \$16.40 | \$17.18 | \$17.97 | \$18.83 |

84 Hour Pay Period

Exhibit "C"

POLICE

+ 2.75%

Salary Schedule
(Steps Based on Hourly Rates)

Date Effective: 7/1/2007

Each step represents a 5% increase rounded to nearest cent.

Hourly rates time 84 equals bi-weekly rate.

Hourly rate times 2,184 equals annual rate.

| Grade | | a | b | c | d | e |
|-------|-----------|-------------|-------------|-------------|-------------|-------------|
| 19 | Annual | \$35,817.60 | \$37,521.12 | \$39,246.48 | \$41,124.72 | \$43,024.80 |
| | Bi-Weekly | \$1,377.60 | \$1,443.12 | \$1,509.48 | \$1,581.72 | \$1,654.80 |
| | Hourly | \$16.40 | \$17.18 | \$17.97 | \$18.83 | \$19.70 |
| 20 | Annual | \$37,521.12 | \$39,246.48 | \$41,124.72 | \$43,024.80 | \$45,077.76 |
| | Bi-Weekly | \$1,443.12 | \$1,509.48 | \$1,581.72 | \$1,654.80 | \$1,733.76 |
| | Hourly | \$17.18 | \$17.97 | \$18.83 | \$19.70 | \$20.64 |
| 21 | Annual | \$39,246.48 | \$41,124.72 | \$43,024.80 | \$45,077.76 | \$47,261.76 |
| | Bi-Weekly | \$1,509.48 | \$1,581.72 | \$1,654.80 | \$1,733.76 | \$1,817.76 |
| | Hourly | \$17.97 | \$18.83 | \$19.70 | \$20.64 | \$21.64 |
| 22 | Annual | \$41,124.72 | \$43,024.80 | \$45,077.76 | \$47,261.76 | \$49,511.28 |
| | Bi-Weekly | \$1,581.72 | \$1,654.80 | \$1,733.76 | \$1,817.76 | \$1,904.28 |
| | Hourly | \$18.83 | \$19.70 | \$20.64 | \$21.64 | \$22.67 |
| 23 | Annual | \$43,024.80 | \$45,077.76 | \$47,261.76 | \$49,511.28 | \$51,891.84 |
| | Bi-Weekly | \$1,654.80 | \$1,733.76 | \$1,817.76 | \$1,904.28 | \$1,995.84 |
| | Hourly | \$19.70 | \$20.64 | \$21.64 | \$22.67 | \$23.76 |
| 24 | Annual | \$45,077.76 | \$47,261.76 | \$49,511.28 | \$51,891.84 | \$54,359.76 |
| | Bi-Weekly | \$1,733.76 | \$1,817.76 | \$1,904.28 | \$1,995.84 | \$2,090.76 |
| | Hourly | \$20.64 | \$21.64 | \$22.67 | \$23.76 | \$24.89 |
| 25 | Annual | \$47,261.76 | \$49,511.28 | \$51,891.84 | \$54,359.76 | \$56,936.88 |
| | Bi-Weekly | \$1,817.76 | \$1,904.28 | \$1,995.84 | \$2,090.76 | \$2,189.88 |
| | Hourly | \$21.64 | \$22.67 | \$23.76 | \$24.89 | \$26.07 |